GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:3251
ANSWERED ON:10.08.2015
Welfare of Labourers
Patel Smt. Jayshreeben

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) the laws made by the Government to protect the rights of labourers and their employment in the country;
(b) the reforms made in labour laws in order to promote industries and also to increase employment opportunities of labourers so far;
(c) the percentage of class III and class IV labourers recruited in various States; and
(d) the schemes being run to cover health of labourers under social security scheme?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a) to (d): There are various legislations to protect the interest of labourers. The salaries/wages of employees covered under the Minimum Wages Act, 1948, Payment of Wages Act, 1936 and Equal Remuneration Act, 1976 in the companies are protected by the provisions of these Acts. Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination. The Factories Act, 1948 and The Occupational Safety and Health Act, 2006 also has provisions for safety of workers in the factories.

In order to ensure social security to the workers in the unorganised sector, the Government has enacted the Unorganised Workers' Social Security Act, 2008.

The second National Commission on Labour had recommended that the existing Labour Laws should be broadly grouped into four or five Labour Codes on functional basis. Accordingly, the Ministry has taken steps for drafting four Labour Codes on Wages, Industrial Relations, Social Security & Welfare: Safety & Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the Central Labour Laws.

Government through the Budget Speech, 2015 announced three Social Security Schemes pertaining to the Insurance and Pension Sectors, namely Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Pradhan Mantri Suraksha Bima Yojana (PMSBY) and the Atal Pension Yojana (APY) to move towards creating a universal social security system, focused especially at the poor and the under-privileged. The schemes provide essential and affordable social protection to all citizens in a convenient manner linked to auto-debit facility from bank accounts. These schemes are expected to address the issue of low coverage of life and accident insurance and old age income security in the country.

The percentage of Group A, B, C and D of the regular Central Government Employees as per Census of Central Government Employees (as on 31st March, 2011) brought out by Ministry of Labour & Employment is as under:

Group of Posts	As on 31st March, 2011	
	No. of Employees	% age to total
A	93853	3.04
B	380044	12.31
C	2127752	68.92
D	485629	15.73
Total	3087278	100.00

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